

**BEFORE THE IOWA
ETHICS AND CAMPAIGN DISCLOSURE BOARD
Pursuant to Chapter 17A and Chapter 68B**

SETTLEMENT

HEREIN, this document serves as a settlement as a result of an investigation conducted by the Executive Director of the Iowa Ethics and Campaign Disclosure Board pursuant to Iowa Code section 68B.32B(10) as follows:

1. Jo Ann Kazor is employed by the Department of Human Services (DHS) as the HCBS Program Manager.
2. Ms. Kazor has an adult non-dependent child who is part of a program (REACH) administered by the University of Iowa.
3. Ms. Kazor voluntarily provides financial assistance to her child.
4. As part of her employment with DHS, and by using DHS time and equipment, Ms. Kazor attempted to have REACH paid for as part of a DHS sponsored program. Ms. Kazor considered this activity as part of her duties for the benefit of any HCBS members enrolled in REACH and that her child would benefit was secondary.
5. Ms. Kazor acknowledges that any REACH costs paid for by another entity would reduce her personal financial expenditures.
6. As of the date this matter was brought to the attention of the Iowa Ethics and Campaign Disclosure Board's Executive Director, no additional REACH costs were paid by DHS and no reduction in financial expenditures was achieved by Ms. Kazor.
7. DHS properly raised this issue with the Iowa Ethics and Campaign Disclosure Board under the provisions of Iowa Code chapter 68B and the rules of the Board in 351—Chapter 6.

8. Iowa Code section 68B.2A prohibits a conflict of interest. Under the statute, Ms. Kazor was in a position to receive a potential financial benefit through her activities. However, that potential was not met.

9. Ms. Kazor has indicated to both DHS and the Board's Executive Director that she plans to retire from state government on or about October 1, 2009.

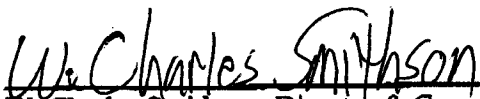
10. In light of the specific facts of this case, both parties agree to the following actions:


A. That Ms. Kazor refrain from using state time, equipment, or resources for the purpose of securing funding for REACH or any other program that would result in a personal financial benefit or reduction in her financial expenditures.

B. That she be transferred from Program Manager of the HCBS Program. The transfer of duties shall be resolved between Ms. Kazor and DHS and comply with the state collective bargaining agreement.

C. As no financial benefit was met, the removal of the potential conflict as agreed to herein, and Ms. Kazor's imminent retirement from DHS, the Iowa Ethics and Campaign Disclosure Board does not believe that any sanctions or actions under Iowa Code section 68B.32D are warranted.

11. The undersigned both understand that pursuant to Iowa Code section 68B.32B(10) this settlement must be approved by the Iowa Ethics and Campaign Disclosure Board and that under that statute the settlement must "be in the public interest" and "consistent with the purposes" of Chapter 68B and the rules of the Board.


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The Iowa Ethics and Campaign Disclosure Board finds this settlement as being “in the public interest” and “consistent with the purposes” of Iowa Code chapter 68B and the Board’s rules on Executive Branch ethics in 351—Chapter 6. The settlement is therefore approved. Approval of this settlement constitutes final agency action under Iowa Code section 68B.32B(10) and rule 351—11.25.

This matter is hereby closed and entered into the public record on April 30, 2009.

BY DIRECTION AND VOTE OF THE BOARD

James Albert, Board Chair
Janet Carl, Vice Chair
Gerald Sullivan
Betsy Roe
John Walsh
Patricia Harper